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Pub. Law 763 - All 68 Stat. 1113

TITLE III - GOVERNMENT EMPLOYEES' INCENTIVE AWARDS

Sec. 301. This title may be cited as the "Government Employees' Incentive Awards Act."

Sec. 302. The departmental awards program set forth in this title shall be carried out under such regulations and instructions as may be issued by the United States Civil Service Commission which shall annually report the results of the program, with related recommendations, to the President, for transmittal to the Congress.

Sec. 303. As used in this title, the term "department" means an executive department or independent agency in the executive branch of the Government, including a Government-owned or controlled corporation (but not including the Tennessee Valley Authority), and also includes (a) The Administrative Office of the United States Courts, (b) the Library of Congress, (c) the Botanic Garden, (d) the Government Printing Office, (e) the Office of the Architect of the Capital, and (f) the municipal government of the District of Columbia.

Sec. 304. (a) The head of each department is authorized to pay cash awards to, and to incur necessary expenses for the honorary recognition of, civilian officers and employees of the Government who by their suggestions, inventions, superior accomplishments, or other personal efforts contribute to the efficiency, economy, or other improvement of Government operations or who perform special acts or services in the public interest in connection with or related to their official employment.

(b) In instances determined by the President to warrant such action, he is authorized to pay cash awards to, and to incur necessary expenses for the honorary recognition of, civilian officers and employees of the Government who by their suggestions, inventions, superior accomplishments, or other personal efforts contribute to the efficiency, economy, or other improvement of Government operations, or who perform exceptionally meritorious special acts or services in the public interest in connection with or related to their official employment, and any such Presidential awards may be in addition to the departmental awards authorized in subsection (a) of this section.

(c) Awards under this section may be paid notwithstanding the death or separation from the service of the officer or employee concerned: Provided, That the suggestions, inventions, superior accomplishments, other personal efforts, or special acts or services in the Public Interest forming the basis for the awards are made or rendered while the officer or employee is in the employ of the Government.

(d) A cash award under this section shall be in addition to the regular compensation of the recipient and the acceptance of such cash award shall constitute an agreement that the use by the Government of the United States or the municipal government of the District of Columbia of any idea, method or device for which the award is made shall not form the basis of a further claim of any nature upon the Government of the United States or the municipal government of the District of Columbia by the employee, his heirs, or assigns.

Pub. Law 763 - All 68 Stat. 1113

(e) Awards to employees and expenses for the honorary recognition of employees may be paid from the funds or appropriations available to the activity primarily benefiting or may be paid from the several funds or appropriations of the various activities benefiting as may be determined by the President for awards under subsection (b) of this section, and by the head of the department concerned for award under subsection (a) of this section.

(f) An award under this title shall be given due weight in qualifying and selecting employees for promotion.

(g) A monetary award granted under this title shall not exceed \$5,000 except that an award in excess of such amount but not in excess of \$25,000 may be granted, with the approval of the Commission, in special cases in which the head of a department certifies to the Commission that the suggestion, invention, superior accomplishment, or other meritorious effort for which such award is proposed to be made is highly exceptional and unusually outstanding.

Sec. 305. The following laws and parts of laws are hereby repealed:

(a) Section 702, 1002, and 1003 of the Classification Act of 1949 (63 Stat. 954; 5 U.S.C. 1122, 1152, 1153.)

(b) Section 14 of the Act entitled "An Act to authorize certain administrative expenses in the Government service, and for other purposes," approved August 2, 1946 (60 Stat. 809; 5 U.S.C. 116a.)

(c) The Act entitled "An Act authorizing payments of rewards to postal employees for inventions," approved December 3, 1945 (59 Stat. 591; 39 U.S.C. 813).

(d) The Act entitled "An Act authorizing the Secretary of War to pay a cash award for suggestions submitted by employees of certain establishments of the Ordnance Department for improvement or economy in manufacturing process or plant," approved July 17, 1912 (37 Stat. 193; 50 U.S.C. 58).

(e) The Act entitled "An Act to provide equitable compensation for useful suggestions for inventions by personnel of the Department of the Interior," approved June 26, 1944 (58 Stat. 360; 5 U.S.C. 500).

(f) Subsections (a) and (b) of section 35 of the Act entitled "An Act to enact certain provisions now included in the Naval appropriation Act, 1946, and for other purposes," approved August 2, 1946 (60 Stat. 857; 5 U.S.C. 416).

(g) The Joint resolution entitled "Joint Resolution to provide cash awards to personnel of the Maritime Commission and the War Shipping Administration for useful suggestion to improve administration of their activities," approved March 13, 1944 (58 Stat. 115; 46 U.S.C. 1111b).

(h) All other laws or parts of laws inconsistent with this Act are hereby repealed to the extent of such inconsistency.

Sec. 306. The enactment of this title shall not affect the right of any employee to an award granted him under any provision of law repealed by this title.

Sec. 307. This title shall take effect on the ninetieth day after the date of its enactment.

B



Public Law 89-198
89th Congress, H. R. 8333
September 22, 1965

An Act

79 STAT. 830

To amend title 10, United States Code, to provide for the establishment of a program of cash awards for suggestions, inventions, or scientific achievements by members of the armed forces which contribute to the efficiency, economy, or other improvement of Government operations.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That chapter 57 of title 10, United States Code, is amended—

(1) by adding the following new section at the end thereof:

"§ 1124. Cash awards for suggestions, inventions, or scientific achievements

"(a) The Secretary of Defense, or the Secretary of the Treasury with respect to the Coast Guard when it is not operating as a service in the Navy, may authorize the payment of a cash award to, and incur necessary expense for the honorary recognition of, a member of the armed forces under his jurisdiction who by his suggestion, invention, or scientific achievement contributes to the efficiency, economy, or other improvement of operations or programs relating to the armed forces.

"(b) Whenever the President considers it desirable, the Secretary of Defense, and the Secretary of the Treasury with respect to the Coast Guard when it is not operating as a service in the Navy, are authorized to pay a cash award to, and incur necessary expense for the honorary recognition of, a member of the armed forces who by his suggestion, invention, or scientific achievement contributes to the efficiency, economy, or other improvement of operations of the Government of the United States. Such award is in addition to any other award made to that member under subsection (a).

"(c) An award under this section may be paid notwithstanding the member's death or separation from the armed force concerned, but only if the suggestion, invention, or scientific achievement forming the basis for the award was made while he was on active duty.

"(d) A cash award under this section is in addition to the pay and allowances of the recipient. The acceptance of such an award shall constitute—

"(1) an agreement by the member that the use by the United States of any idea, method, or device for which the award is made may not be the basis of a claim against the United States by the member, his heirs, or assigns, or by any person whose claim is alleged to be derived through the member; and

"(2) a warranty by the member that he has not at the time of acceptance transferred, assigned, or otherwise divested himself of legal or equitable title in any property right residing in the idea, method, or device for which the award is made.

"(e) Awards to, and expenses for the honorary recognition of, members of the armed forces under this section may be paid from (1) the funds or appropriations available to the activity primarily benefiting; or (2) the several funds or appropriations of the various activities benefiting, as may be determined by the President for awards under subsection (b), and by the Secretary concerned for awards under subsection (a).

"(f) The total amount of the award, or awards, made under this section for a suggestion, invention, or scientific achievement may not exceed \$25,000, regardless of the number of persons who may be entitled to share therein.

"(g) Awards under this section shall be made under regulations to be prescribed by the Secretary of Defense, or by the Secretary of

Armed Forces.
Cash awards
program.
70A Stat. 88.

Armed Forces
operations.

U. S. Govern-
ment operations.

Acceptance
provisions.

Available
funds.

Limitation.

Pub. Law 89-198

- 2 -

September 22, 1965

79 STAT. 831

Program report
to President
and Congress.

Eligibility.
30 F. R. 8819.

the Treasury with respect to the Coast Guard when it is not operating as a service in the Navy. The Secretary of Defense and the Secretary of the Treasury shall send to the President annually for transmittal to Congress a program report, with appropriate recommendations, on the awards program.

"(h) For the purposes of this section, a member of the Commissioned Corps of the Environmental Science Services Administration or of the Public Health Service who is serving with an armed force shall be treated as if he were a member of that armed force."; and

(2) by adding the following new item at the end of the analysis:

"1124. Cash awards for suggestions, inventions, or scientific achievements."

Approved September 22, 1965.

LEGISLATIVE HISTORY:

HOUSE REPORT No. 774 (Comm. on Armed Services).
SENATE REPORT No. 678 (Comm. on Armed Services).
CONGRESSIONAL RECORD, Vol. 111 (1965):

Aug. 30: Considered and passed House.

Sept. 7: Considered and passed Senate.



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NAVY INCENTIVE AWARDS PROGRAM
PROGRAM STAFFING GUIDE 1/

Administrative PersonnelMinimum Standards

Part-time
Administrator 2/

Activities with less than 500 employees and/or an average of less than 25 employee contributions 3/ a month.

Full-time
Administrator

Activities with 500 to 1,500 employees and/or an average of 25 employee contributions a month. 4/

Full-time Administrator and
a full-time assistant 5/

Activities with more than 1,500 employees and/or an average of 40 to 70 employee contributions a month--an additional assistant for each 50 contributions above the first 70.

- 1/ This Guide does not include clerical personnel needed for maintaining processing schedules on individual cases; recording Committee actions; typing of publicity articles, letters, reports; and other clerical duties.
- 2/ In addition to the promotional and other administrative work, the Administrator performs, or is responsible for, the investigation, the documentation, and the reporting of actions on each employee contribution. The work of investigation described in NCPI 87.4-8 and 5-3 may be accomplished in several ways:
 - a. By "investigators" who are members of the staff in the Incentive Awards Office or by personnel in shops on detail (not to exceed three months) to the Incentive Awards Office.
 - b. By "unit investigation" wherein a shop person is designated to perform the investigation work on the employee contributions that pertain to operations in that shop.
 - c. By "shop sub-committees" wherein shop personnel are designated to perform the investigation work as a special part of their regular duties.
 - d. By "shops" or "departments" wherein the head of the shop or department assigns the investigation function to the individual whose work is closest to the subject matter of the employee contribution.
- 3/ Employee contributions include suggestions and award recommendations for superior accomplishments (superior achievements, sustained superior performance, special acts, and meritorious service).
- 4/ Activities with less than 500 employees will need a full-time Administrator when the volume of employee contributions is larger than 25 per month.
- 5/ The assistant performs the investigation, the documentation and the reporting of actions on employee contributions, and assists with the promotional and other administrative work. When the investigation work is done by shops or offices on a unit basis, one full-time assistant will be required for each 80 contributions per month above the initial 25.

31 January 1956
C. S. 627



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SUGGESTION AND INVENTION AWARDS PROGRAM

WORK PROJECTS

1. Make final review of nine (9) CODEWORD cases at NPIC. Plan Ad Hoc Committee Meeting for four or five cases upon which awards have been recommended.
2. Have Suggestion Awards Committee Meeting on the second Thursday of each month. Plan ceremonies for award cases approved.
3. Prepare Minimal Awards cases for the Chairman at least monthly.
4. Prepare close-out letters on cases reviewed by the Special Panel of the Clandestine Services at their last meeting.
5. Prepare Annual Report for the Director of Personnel to the Civil Service Commission.
6. Prepare program performance reports for all Agency Components and accompanying memoranda for the signature of the Director of Personnel to the Deputy Director for Support, Deputy Director for Plans, and the Deputy Director for Intelligence, as well as proposed commendation letters to their offices with outstanding records.
7. Send report of Program Savings to Agency's Cost Reduction Officer for inclusion in his data to the Bureau of the Budget.
8. Meet with the new Chairman, Clandestine Services Special Panel of the Agency's Suggestion Awards Committee to review pending cases and plan September meeting.
9. Publicity projects:
 - a. Prepare article for the "Support Bulletin".
 - b. Prepare current issue of "Suggestion Exchange".
 - c. Design new Posters for approval.
10. Prepare statistical reports and charts for briefings for the Deputy Director for Support.
11. Send all Coordinators and Advisors to the Committee a report on evaluations to suggestions that are overdue.

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12. In response to requests from many activities for guidance and ideas to stimulate "Creativity", "Inventions", and "New Ideas" in their areas we must, without further delay, spend time and plan activities with the following:

a. Complete launching of Special Program in the Office of Finance. We have given them guidance and data and the program is about ready to go. However, we have to have one final meeting yet.

b. Get an active program going [] to spark interest and Creativity. We recently gave them some information to use in planning an accelerated program but they could better benefit from on the spot guidance. 50X1

c. Conduct an up-to-date briefing [] at the request of the Commanding Officer. 50X1

d. Visit [] to get more interest sparked at the request of [] 50X1

e. Meet more frequently with the OL Panel and take measures to get their "Century Club" members more active.

f. At the request of [] Coordinator of the Suggestion Program for the Directorate of Science and Technology, arrange for a short briefing and showing of a film we have acquired "How to Succeed Without Re-Inventing the Wheel". The purpose of this would be to spark interest from engineers in that directorate in our Invention Program. STAT

g. Extend the efforts stated in "f", above, to the Office of Communications. (Note: We have already shown the film to TSD engineers.)

h. Get greater interest and participation going in certain areas of the Directorate of Intelligence, for example, OCR, ORR.

13. Prepare a proposal for approval to form one other group in this Agency - "The 400 Group". Membership would require that an employee had earned an award of \$400 or more. We could pay special tribute to these employees, show them a "Creativity" film, urge them to develop more top-notch proposals, and assist their subordinates in submitting constructive ideas.

14. Start a program to brief military personnel who have recently become eligible for cash awards for adopted suggestions. We have many at NPIC and in the Directorate for Science and Technology.

15. Confer with Chairman, Agency Patent Board, on the status of inventions and patent applications that may deserve consideration for the Agency's invention award.

16. Train new personnel.

17. Continue to brief EOD's on the program.

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18. Continue liaison with the Civil Service Commission regarding the recommendation we have made for Presidential recognition of two Agency employees [redacted] for their Cost Avoidance Achievement.

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19. Attend Inter-Agency meetings of Incentive Awards Administrators at the Civil Service Commission.

20. Participate in meetings and Panel Groups of the National Chapter of the National Association of Suggestion Systems.

21. Interest as many Committee members and Coordinators as possible to attend at least some portions of the National Association of Suggestion Systems 24th Annual Conference in Washington, October 9, 10, and 11. It will be at least another ten years before we will have the convenience of having the annual conference in this area.

22. Initiate "Yawn Patrol" (Early Morning Breakfast) sessions with selected groups of supervisors to illustrate ways of using the Program as a "Management Tool".

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